

COMPENSATORY TIME FOR FWS EMPLOYEES

Compensatory time for overtime work has been available to General Schedule (GS) employees for many years. Now, Federal Wage System (FWS) employees may use compensatory time as well.

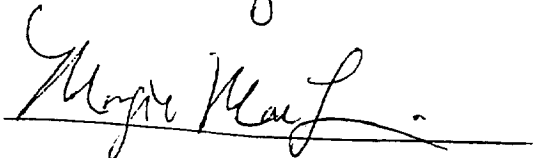
Most of us know that pay for overtime work is set at one and one-half the hourly rate. Compensatory time for overtime work is set on a one-for-one basis. For instance, if four hours of overtime work is performed, four hours of compensatory time is earned. The earned compensatory time balance is treated much like annual or sick leave. Normal procedures for requesting leave are used to request to use earned compensatory hours.

Whether overtime work will be repaid as overtime pay or as compensatory time, an AF Form 428, Request for Overtime, Holiday Premium Pay, and Compensatory Time, is completed prior to performance of the overtime work. The employee specifies in writing when compensatory time is elected in lieu of overtime pay. In situations where there is no money available because of budgetary restrictions, compensatory time may be the only option. In that case, employees may be offered the overtime work with compensatory time as compensation in lieu of overtime pay.

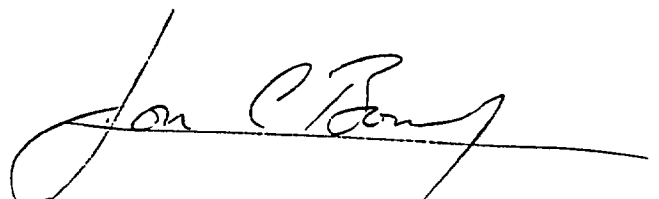
Earned compensatory hours must be used within 26 pay periods or they will be paid as overtime pay. If this occurs, the overtime pay will be calculated based on the employee's hourly rate at the time the overtime work was performed.

The above information will be disseminated
to the Dover AFB work force.

For Management:



For the Union:



22 Jan 99